

## **Agreement**

This is an Agreement made and entered into effective January 1, 2002 by and between the State of Michigan and its principal Departments and Agencies excluding the Civil Service Commission and the Department of Civil Service (hereinafter referred to as the Employer), and the United Technical Employees Association (hereinafter referred to as the Association or UTEA).

All provisions contained in this Agreement will take effect upon ratification (except as specifically indicated otherwise) by the Association, and approval by the Civil Service Commission. No provisions of this Agreement shall apply retroactively unless such intent is expressly stated in the particular Article.